



WILSON SCHOOL DISTRICT

2601 Grandview Boulevard, West Lawn, PA 19609 | 610-670-0180 | wilsonsd.org

Dear Wilson Community,

I want to address recent concerns voiced by the Wilson community regarding the District's culture, personnel decisions, and District vision. I want you to know that I value and share the passion that all of you have for this District. It truly shows that Wilson is a special place and our students, staff, alumni, and community want to ensure that we are the best we can be in every area. That is a challenge that I take very seriously and strive to achieve in every aspect of my leadership as the Superintendent. I have spent the past few weeks meeting with staff, students, parents, and community members, and have listened to their thoughts, ideas and concerns.

First, I want to address our culture. I want to assure you that we are concerned about what we are hearing. We know there is work to be done and we are committed to making the necessary changes to continue to develop an environment where students and staff are thriving. I know the voice of our stakeholders is extremely important to building a shared culture of positivity. We strive for a culture that reflects our core values of integrity, innovation, respect, trust and collaboration. Those are values that I hold personally and will continue to expect of my administration, professional staff, support staff, and students.

As far as personnel changes, please know that this is an area where it is difficult to provide specific details. We respect the privacy of each of our employees and must comply with the laws and regulations surrounding discussing personnel issues with the public. Here is what we can share with you-- We employ a progressive disciplinary system that we believe is fair and equitable for all staff. When things do progress, it is our responsibility to hold people accountable. Do we relish the need to take disciplinary action? Of course not—and it is not done lightly or without cause. While we know there is a lot of information informally circulating in the public, our method of formal communication is necessary to protect the rights of all of our employees.

Regarding the District's vision, please know that I am passionate about working to "Empower Students to Create Their Own Future." Part of achieving that vision is to educate the whole child. As a District, we realize that not all students are the same. We have been embarking on a Continuous School Improvement initiative where we are looking at things other than test scores to measure success. We realize that our students have diverse needs and a "one size fits all" model does not work for us. Our administrative team is committed to working alongside our professional staff to develop goals and initiatives that are in the best interest of students to ensure their success.

In closing, I want you to know that I am proud to be the Superintendent of the Wilson School District. I am proud of our students, our staff, and our administrative team. I know there are opportunities for improvement and I am committed to doing everything I can to ensure that we all are proud to say that we are Bulldogs! This is an incredible School District and I firmly believe that the best is yet to come.

Sincerely,

Dr. Richard H. Faidley